

“The HDL will look at Soldiers from the skin in” -

LTG Dennis Gavin

Human Dimension Lab



Purpose

Provide an Update on the HDL

Agenda

- Genesis
- Mission
- Task Force Domain Dynamic
- Organizational Relationships
- Charter
- Future Force Soldier Model
- Future Force Soldier Training

Strategy

- Strategic Azimuth
- Operational Milestones
- Generate Collaboration & Build Drive
- Manning
- Research
- Questions

Genesis

Newsline Careers

Army Times 28 April 2003

Fast food, video games may mean new PT

Army may adjust basic training due to sedentary youth lifestyle

By Jim Tice

TIMES STAFF WRITER

FORT MONROE, Va. — The unhealthy diets and sedentary lifestyles of America's young people may lead the Army to adjust its PT in basic training.

"We know that kids are coming to us in a much different physical condition than they were just two years ago," said Lt. Gen. Dennis Cavin, commander of Accessions Command, the organization responsible for the recruitment and training of new soldiers.

"Not all, but a lot of them are not physically fit."

Cavin said virtually all the world's major military forces, not just the United States, are experiencing higher injury rates in basic

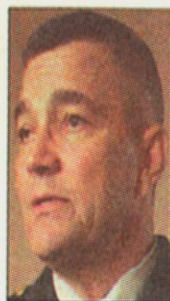
training than in the past. "These are lower extremity injuries, generally speaking, with such things like stress fractures, shin splints and cracked pelvises."

Army medical and training officials suspect that bad diets are the cause. "We know that the bone density of today's youth is almost 15 percent less than it was 20 years ago," Cavin said.

"Kids today do not eat spinach or drink milk."

To respond to the near-term challenge of conditioning these soldiers, the Army has launched a pilot program at Fort Jackson, S.C., to determine if the current system of physical training in basic training needs adjustments.

"We need to determine if the ex-



'We know that kids are coming to us in a much different

physical condition than they were just two years ago.'

LT. GEN. DENNIS CAVIN
COMMANDER OF ACCESSIONS
COMMAND

ercises in Field Manual 21-20 (Physical Fitness Training) are sequenced properly and with the right segments of progression so we don't injure people," Cavin said. "We also need to determine where the weakest piece is. ... We think it may be the upper body, and if that's so, maybe we should

go back to pull-ups."

Cavin said the pilot program also will help officials determine when is the best time to administer a diagnostic PT test to basic trainees.

"Is it the first 48 hours? I don't know. We have not conditioned the person, so maybe it's better to wait two weeks; put the soldier through some training, then do an assessment," he said.

Accessions Command and other elements of the Army's training and medical communities also are looking at initial entry training requirements for the end of the decade.

"We need to look at such things as how are we going to teach adaptive thinking. We also have to determine what will be the skills for small-unit success in the Objective Force that we have no way of teaching today," he said.

To support the research efforts,

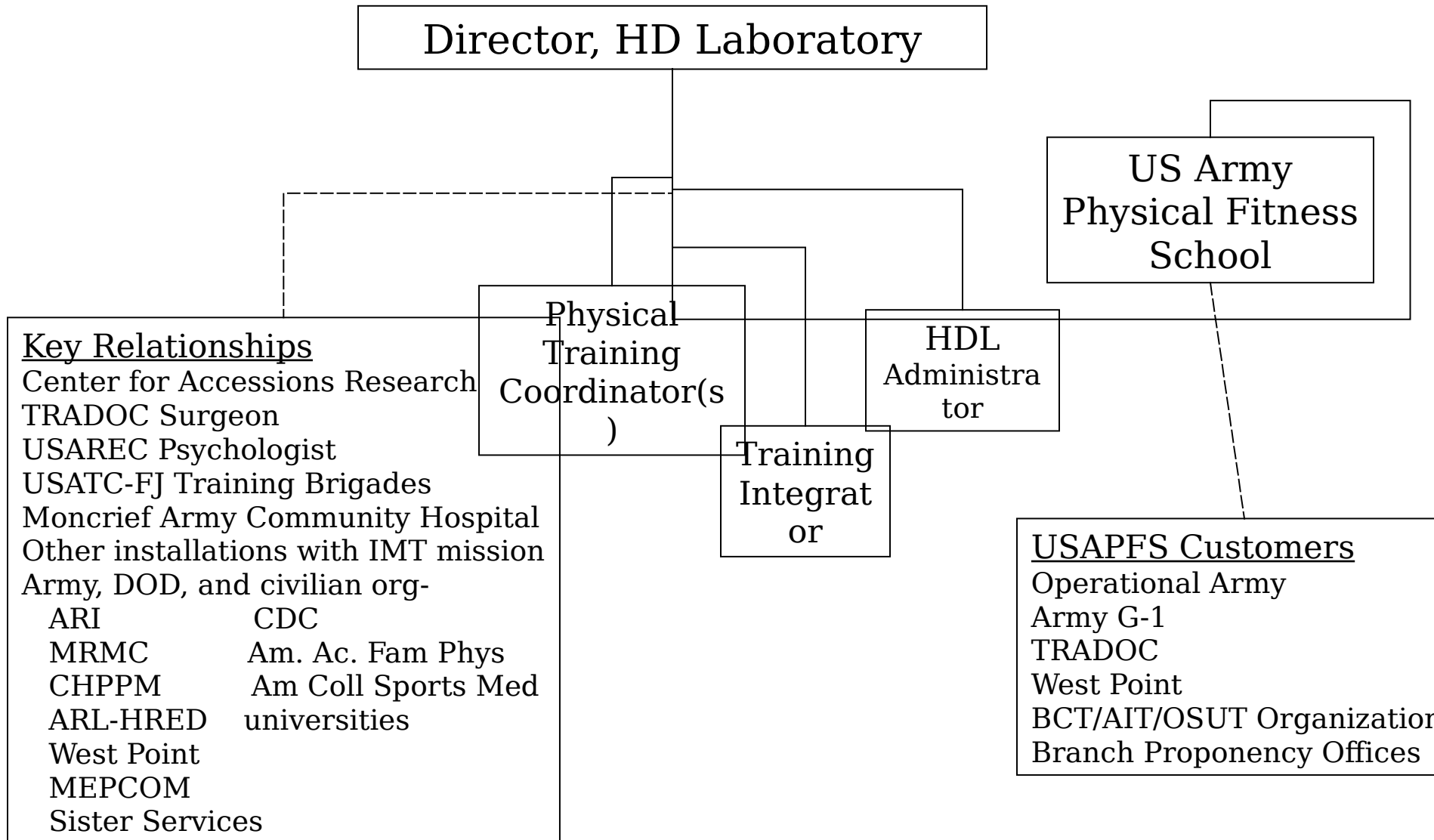
Accessions Command will establish a Human Dimensions Laboratory at Fort Jackson in July. "It will be headed by a colonel with a background in physiology or sports medicine," Cavin said.

Participating in the lab likely will be the Physical Fitness School, West Point's Physical Education Department, the Army Research Institute, Rand Arroyo Center, the psychiatric community, Center for Accessions Research and the Recruiting and Retention School.

"We want this small organization to be the nucleus for all the activities that are going on in the Army and be a place that can initiate policy changes," he said.

Cavin said just as other projects look at what soldiers will wear and carry in the Objective Force, the Human Dimensions Laboratory "will help us look at the soldier from the skin in." □

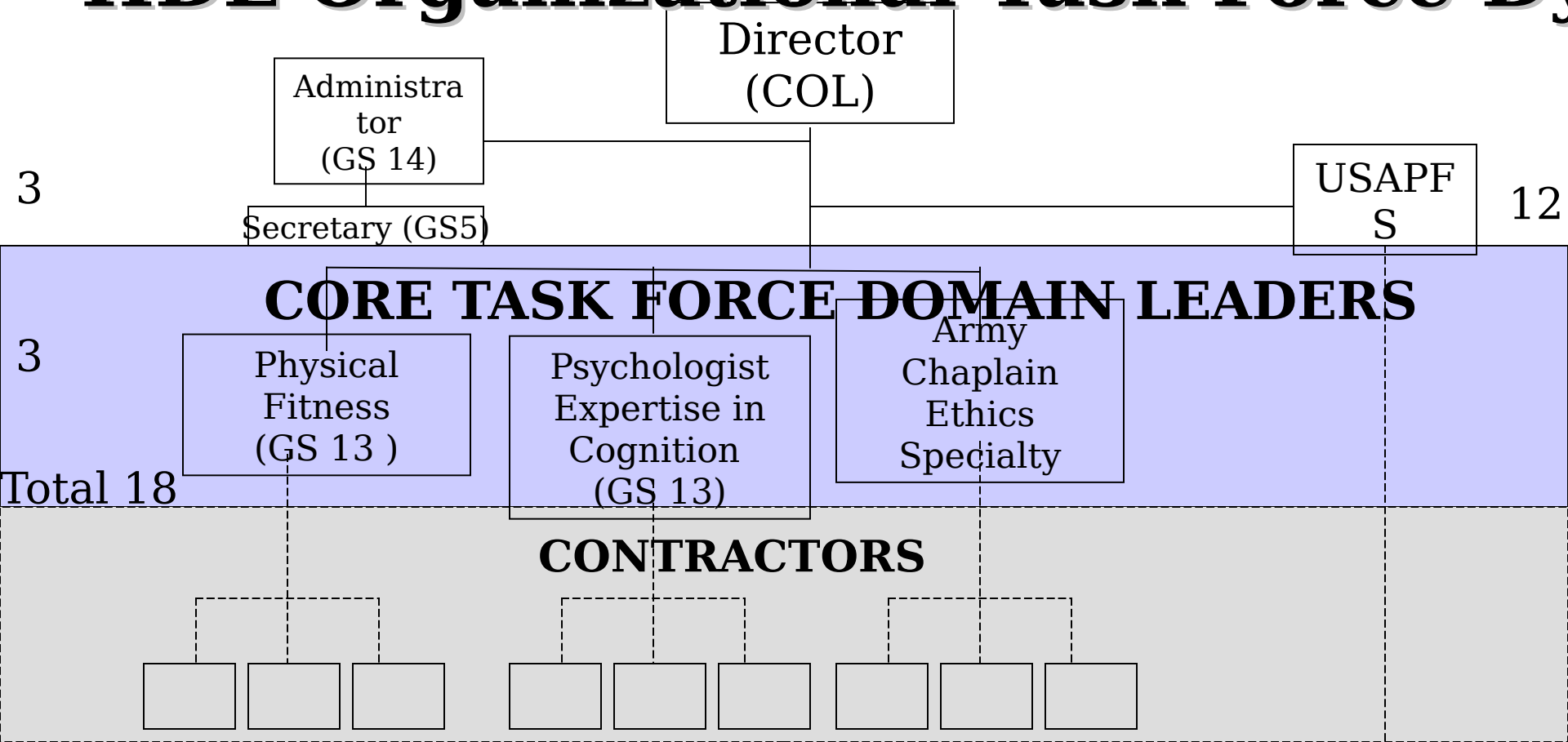
Original HDL Organization



HDL Mission Statement

As the specified proponent of the Commander of USAAC, the Commander USATC-FJ executes the acquisition of knowledge in the cognitive, spiritual / ethical and physical domains of the human dimension in support of accessions policy development and the Future Force Soldier concept.

HDL Organizational Task Force Dy



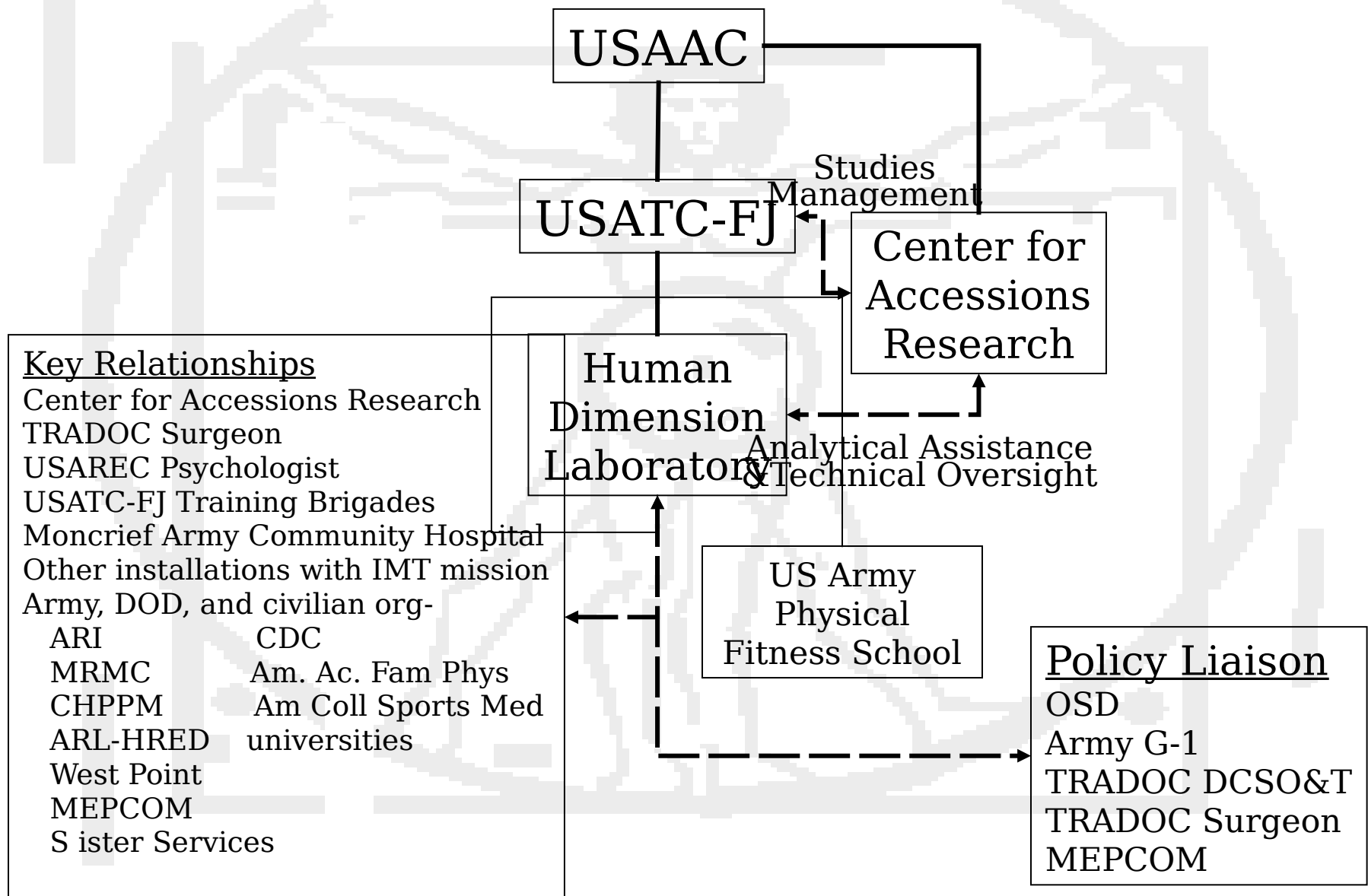
Key Relationships

Center for Accessions Research, TRADOC Surgeon, USAREC, Psychologist, USATC-FJ Training Brigades, Moncrief Army, Community Hospital, Other installations with IMT mission Army, DOD, and civilian org- ARI , CDC, MRMC, Am. Ac. Fam Phys , CHPPM, Am Coll Sports Med, ARL-HRED universities West Point, MEPCOM, USAJFKSWCS, Sister Services

USAPFS Customers

Operational Army
Army G-1
TRADOC
West Point
BCT/AIT/OSUT Organization
Branch Propensity Offices

HDL Organizational Relationships



HDL Charter

The HDL will focus on the Soldier as the centerpiece of the Future Force Transformation. This focus will be aimed at the human dimension of the **Future Force Soldier Model characteristics** across the **Future Force Training Strategy**. The HDL will identify current and potential IMT Future Force Soldier initiatives and innovations in the public, private and DoD sectors. Through a collaborative and evolutionary methodology, HDL will unify pertinent efforts across multiple disciplines, and integrate evidence-based information into Army accessions and

The Future Force Soldier Model

“BE”

“KNOW”

“DO”

Values

Characteristics

Actions

A Soldier of Character and Competence Imbued with the Warrior Spirit, Persuasive in Peace, Invincible in War!

Loyalty

Duty

Respect

**Selfless
Service**

Honor

Integrity

**Personal
Courage**

Warrior Ethos

Self disciplined

Active Team Member

Proactive

**Physically & Mentally
tough**

Self-Motivated

Confident

Leader Potential

Disciplined initiative

**Dominates
situations**

**Deployable
mindset**

Self Reliant

Adaptive Learner

Decisive

Sound Judgment

Versatile

**Expert in
Warfighting and
in the use of
Emerging**

Operating

-See first

-Understand first

-Act first

-Finish Decisively

Interacting

- Listen

- Speak

- Network

Improving

-Learn

-Grow

-Achieve

The Future Force Soldier - Centerpiece of Our Warrior Culture

Future Force Soldier Training Strategy

IEF Integrated Training Model
Functional Skill Areas



Accession

Comprehensive Assessment:

- Psychological
- Medical
- Physical
- Leadership
- Skills
- Suitability

Supports:

- Tailored Development
- Tng Requirements
- Self Awareness

- MOS Assignment

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BASIC COMBAT SKILLS

COMMON JO SKILLS

Technical Job Skills

AOT

Contractor

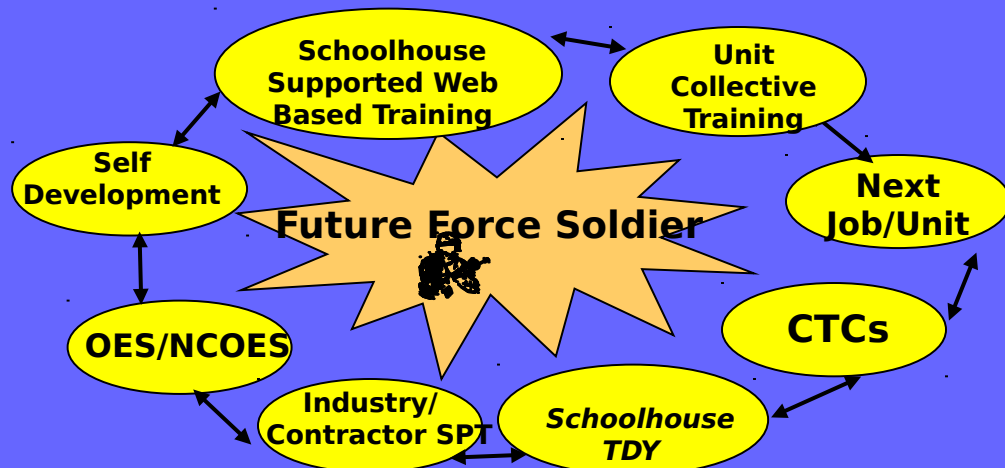


School House

Industry

Net Based

A CAREER OF LIFELONG LEARNING



INITIA

EACH SOLDIER READY TO CONTRIBUTE THE 1ST DAY OF ASSIGNMENT!

FDL Strategic Azimuth

Evolutionary Methodology

F Domain Concept

Work Shop
Pilot Program
Draft the Policy
Implement

**Future Force
IMT / IET**

1

2

3

4

Injury Reduction

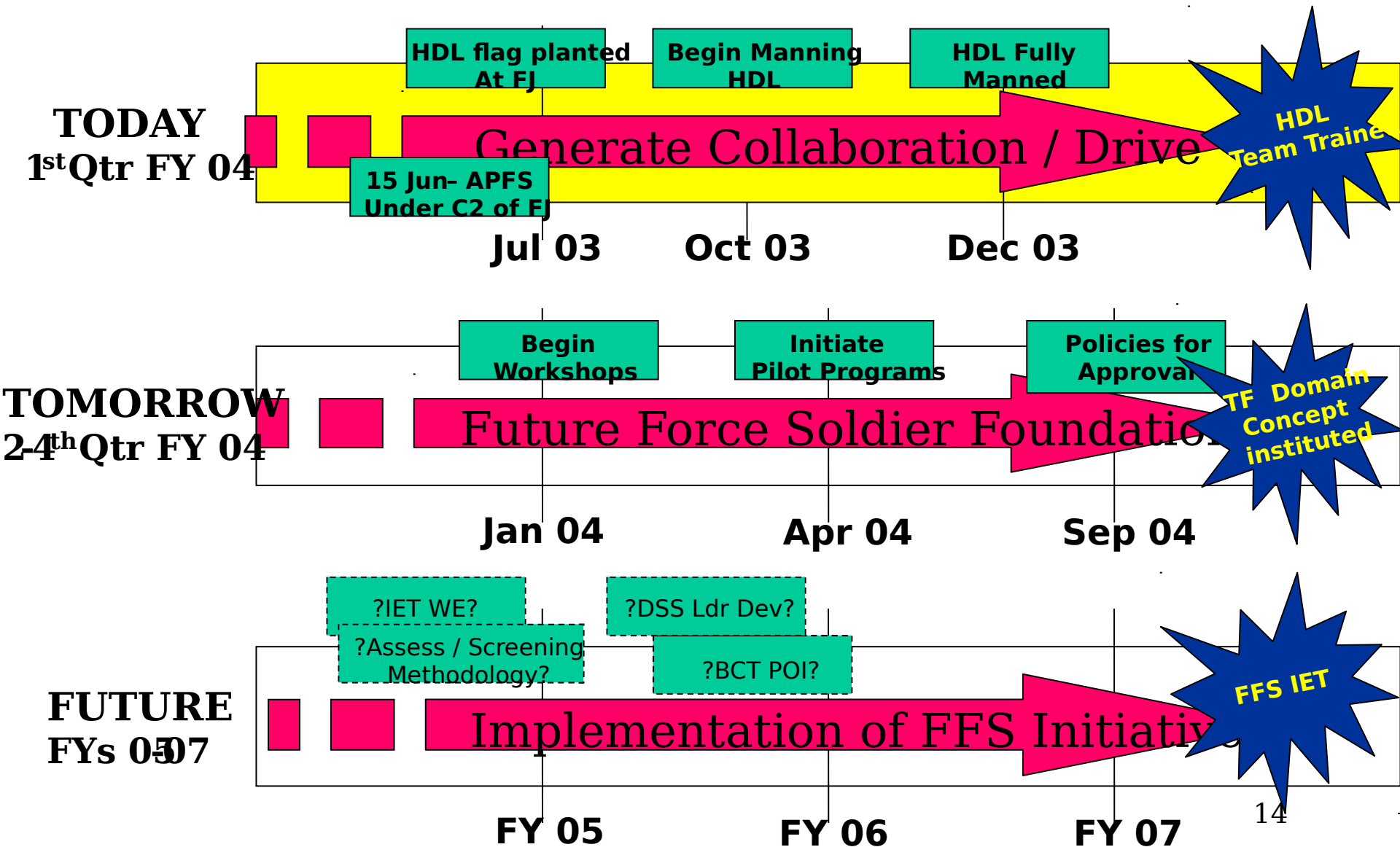
Attrition Reduction

Warrior Ethos

FFS BCT

Future Force Training Strategy

Operational Milestones



Generate Collaboration & Build Drive

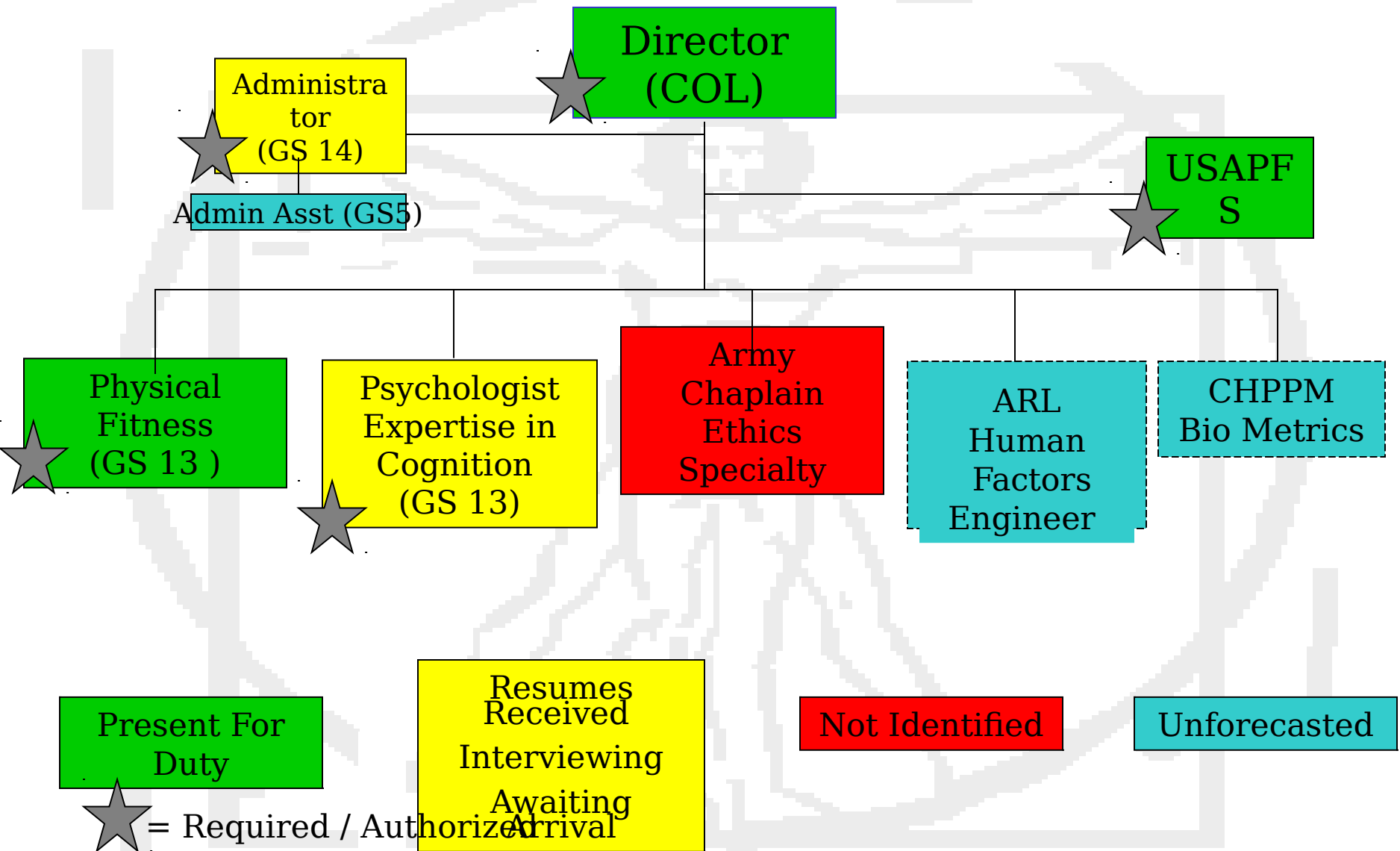
- Visited and Briefed Other Services “BCT Like” Training (1 of 2)
 - ✓ Lackland
 - ✓ Parris Island
 - ✓ Cape May
 - ✓ Great Lakes
- Visited and Briefed HQs MEPCOM and San Antonio ME
- Briefed Chief of Chaplains and Requirement for Chaplain
- Participated in USAAC Council of Colonels
- Participated in CAR Quarterly Attrition Working Group
- Formulated three Potential Research Projects and submit

Generate Collaboration & Build Drive

(2 of 2)

- Crafted Concept Plan and POM Statement - Submitted to
- Crafted HDL Operational Statement
- Crafted Terms of Reference for HDL and APFS
- Conducted Hiring and Interview Process for Three GS L
- Equipped Offices and Established Communications
- Collaborated with the CAR to develop, staff, and finalize the HDL Charter

Manning



Operational Milestones

TODAY
1stQtr FY 04

HDL flag planted At FJ

Begin Manning HDL

HDL Fully Manned

15 Jun- APFS Under C2 of F

Generate Collaboration / Drive



Jul' 03

Oct 03

Dec 03

TOMORROW
2-4th Qtr FY 04

Begin Workshops

Initiate Pilot Programs

Policies for Approval

Future Force Soldier Foundation

**TF Domain
Concept
instituted**

Jan 04

Apr 04

Sep 04

?IET WE?

?DSS Ldr Dev?

?Assess / Screening Methodology?

?BCT POI?

FUTURE FYs 03-07

Implementation of FFS Initiative

FFS IET

FY 05

FY 06

FY 07

Research

(1 of 3)

Physical Domain

- PTRP Bone Rehab – Improving Rehabilitation Outcomes of Overuse Tibial Bone Injuries in IET (submitted to CAR)
- The Association Between Building Type, Outside Air Flow, Troop Crowding and Acute Respiratory Disease Rates (submitted to CAR)
- APFS Obstacle Course Standardization
- USAAC / APFS Shoe (Test)

Research

(2 of 3)

Cognitive Domain

- FTU (PCU) Cognitive / Physical POI Standardization to CAR)
- Develop a Cognitive Assessment Model that Identifies High Potential for Successful Completion of BCT
- Support BCT POI Development for the Training of an Expeditionary Soldier “How to Think” Model.

Research

(3 of 3)

Spiritual / Moral Domain

- Develop Stress Countermeasures to Improve BCT Expeditionary Warfighting Hardiness
- Support BCT POI Development in Training Expeditionary Soldier Qualities of...
 - Mental Agility
 - Adaptability
 - Sense of Report
 - Initiative

Human Dimension

Lab

